

Supporting the Fight,
Improving the Force,
Building the Future

2004 Acquisition Senior Leaders' Conference

August 9-12, 2004, Louisville and Fort Knox, Kentucky

Implementation of AAC Civilian PM Post Utilization Taskforce Initiatives

Lead – Ms. Thomasine L. Coleman

Assist – Ms. Giselle Whitfield

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Agenda

Welcome - Introductions

Admin Remarks - Lunch will be a buffet provided in the Regency Ballroom.

Roles and Responsibilities - note takers, assists, facilitators, and Change Leadership Team (CLT) representatives.

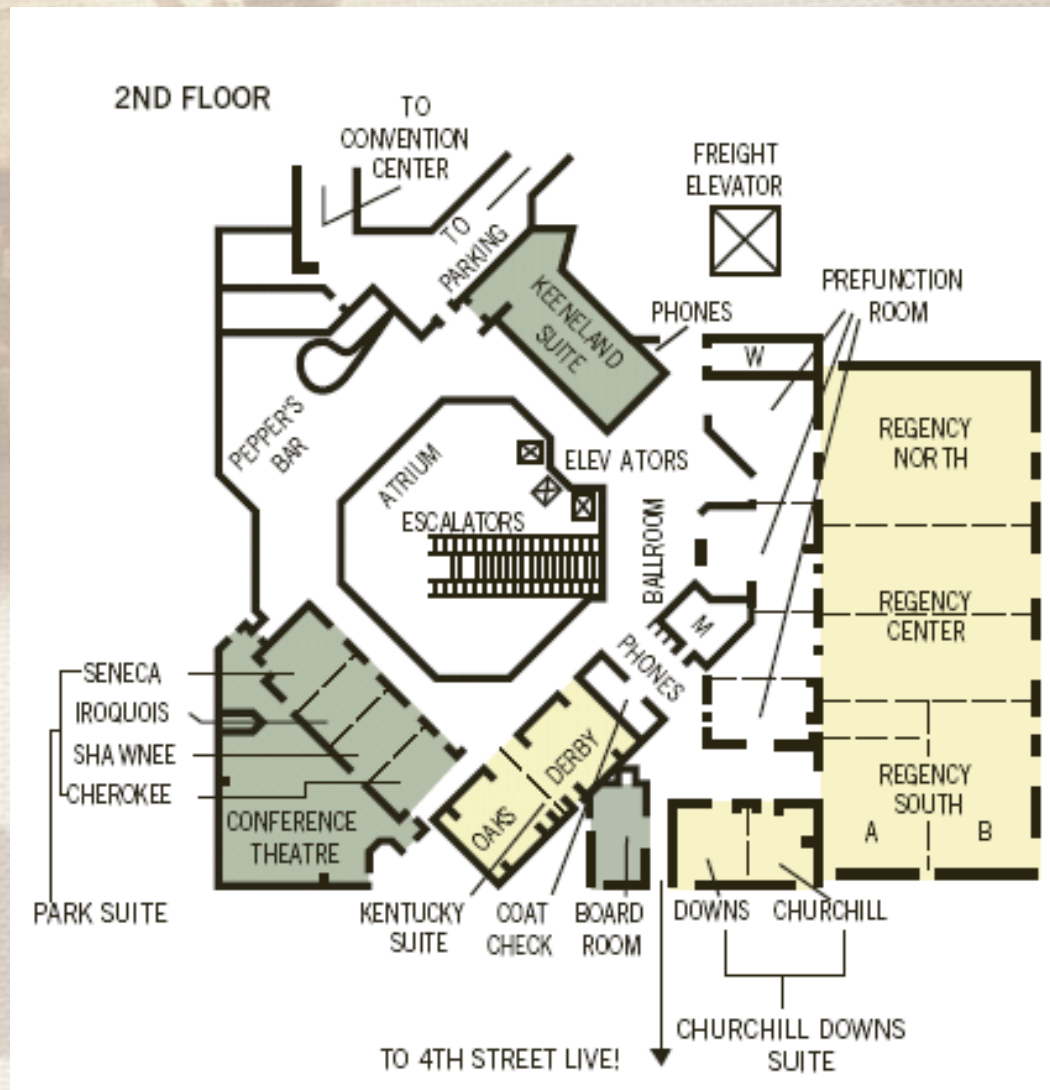
Rules of Engagement - Consensus is the name of the game.

Review of the Initiative - Campaign Plan, background/history, concept and action plans, progress to date, suggested topics, open discussion, summary of group input, and hand-off to CLT representative.

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Restrooms



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Why are the workshops important?

The workshops are a mechanism for feedback on transformation. This is an opportunity for impact on the directions of the project.

What is our challenge?

To produce output. We will be using quad charts to help us capture group issues, recommendations, strategy/resource plan, and a timeline/deliverables.

Where will our information go from here?

Our output is given to the CLT who will consolidate and provide the MILDEP recommendations to continue on planned or recommended azimuth adjustments.

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Roles and Responsibilities



Note Takers: Are to capture the notes of the workshop, especially, ideas, questions, and answers. There will easel pads that at the end of the workshop the note taker can write out in the order in which the workshop decides.

Assists: Are the assists to the initiative/workshop leads both at the conference and outside the conference. The assist is the official back-up to the lead.

Facilitators: Are the initiative/workshop leads who are responsible for facilitating the community workshop at the Acquisition Senior Leaders' Conference.

Change Leadership Team workshop Representative: Is to attend the workshop at the conference as the representative from his/her team. They are to provide comments as necessary and assist the facilitating if needed.

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Rules of Engagement



All voices will be heard. Everyone is encouraged and asked to participate.

This is a non-attribution workshop.

We agree that we can disagree, and agree to come to a consensus. Consensus is the name of the game.

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Review of the Initiative



“Design, develop, and implement a post-utilization program that will place rotating civilian PMs in permanent preferred positions or assignments commensurate with the education, training, experience, and needs of the Army Acquisition Corps and the United States Army.”

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Review of the Initiative



Background/History - 1990 DAWIA

1. Acquisition Career Management
 - a. Structure-ACMO
 - b. Policy for Education, Training and Career Development for workforce members
 - c. Program for central management of all AAC members in CAP, Senior Service Graduates and Fellows, and Rotating PMs.
2. PERSCOM-AMB

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Review of the Initiative

Background/History -

Mid to Late 1990's: ACMO and PERSCOM
Joint Partners in the referral process for all AAC members

1. Placement process for rotating PMs and SSC graduates and fellows (i.e., Post-Utilization)
2. Board selection process for (BQ) positions

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Review of the Initiative

Background/History -

1. CSL PM Selectees not Representative of the “Available” Civilian Population.
2. Leadership Made Aware of Post-utilization Issue.
3. Taskforce Established to Address Civilian Representation (Applicants/Selections).
4. Taskforce Delineates Eight Major Categories Affecting
Application and Selection.

Review of the Initiative

Background/History - PM and Other Post-Utilization Initiatives Taskforce

1. Eight Categories included Leadership, Board Selection Process, Personnel Issues, Incentives, Career Model, SRPE, and ***Post-Utilization***.
2. Centralized Post-Utilization and the Campaign Plan
3. Centralized Post-Utilization Coordinated Effort: ASC, HRC-AMB, M&RA-G-1, and Functionals

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Review of the Initiative



Background/History - Post Utilization

1. ASC Does Not Have Positions Set-Aside for PMs.
2. Taskforce Recommendations for Administrative Return Rights, PPP Relief, ICAF.
3. Post-Utilization and The Transformation Plan.

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Review of the Initiative



Concept and Action Plans - Community Working Group and Post-Utilization

1. Community Working Group on Post-Utilization
2. Regionalized Placement of Rotating PMs

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Review of the Initiative



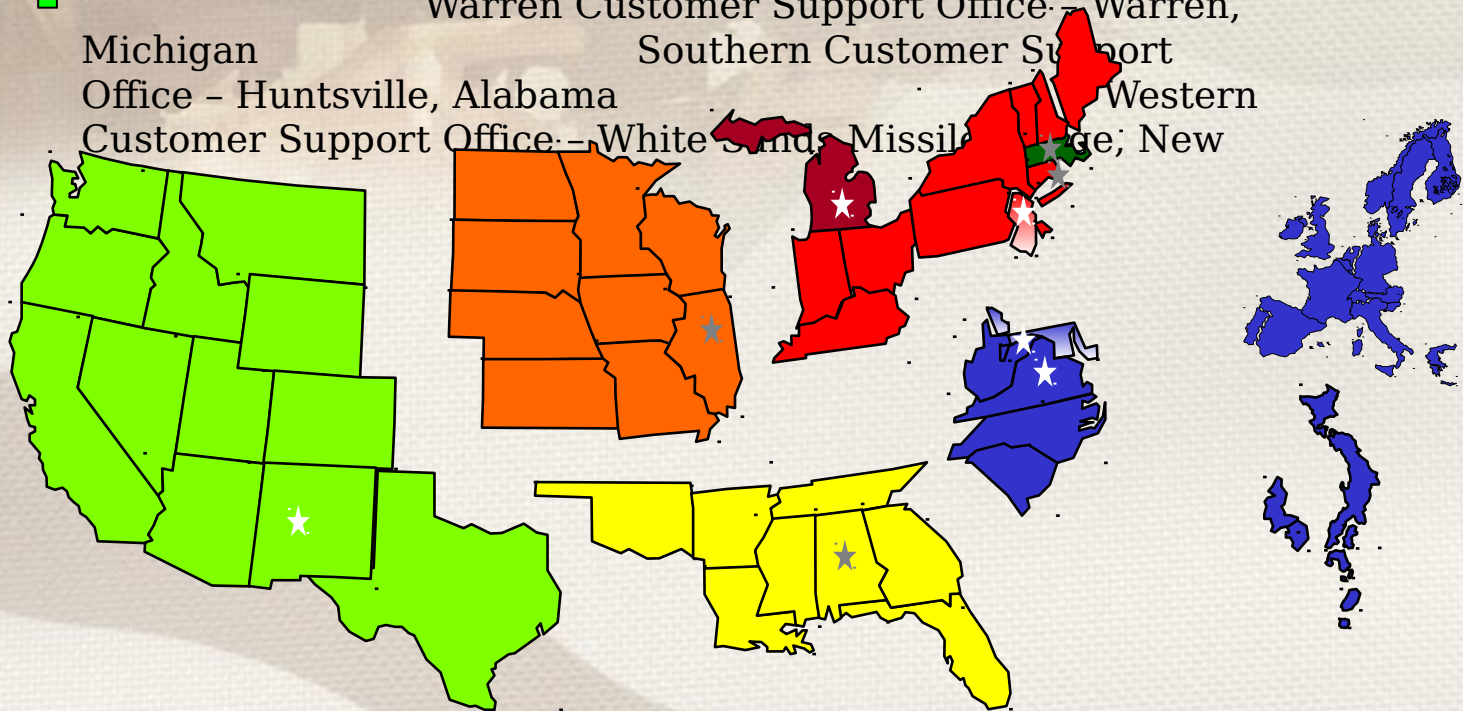
Progress to Date -

1. Community Working Group
2. Regional Concept Approved by Leadership

3. "Regional" Concept: Candidate can
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Identify Preferred Region

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- National Capital Region Customer Support Office - Fort Belvoir, Virginia
- Aberdeen Proving Ground, Maryland Customer Support Office
- Central Customer Support Office - Rock Island, Illinois
- Northeast Customer Support Office - Fort Monmouth, New Jersey
- Arsenal Customer Support Office - Picatinny, New Jersey
- Natick Customer Support Office - Natick, Massachusetts
- Warren Customer Support Office - Warren, Michigan
- Southern Customer Support Office - Huntsville, Alabama
- Western Customer Support Office - White Sands Missile Range, New Mexico



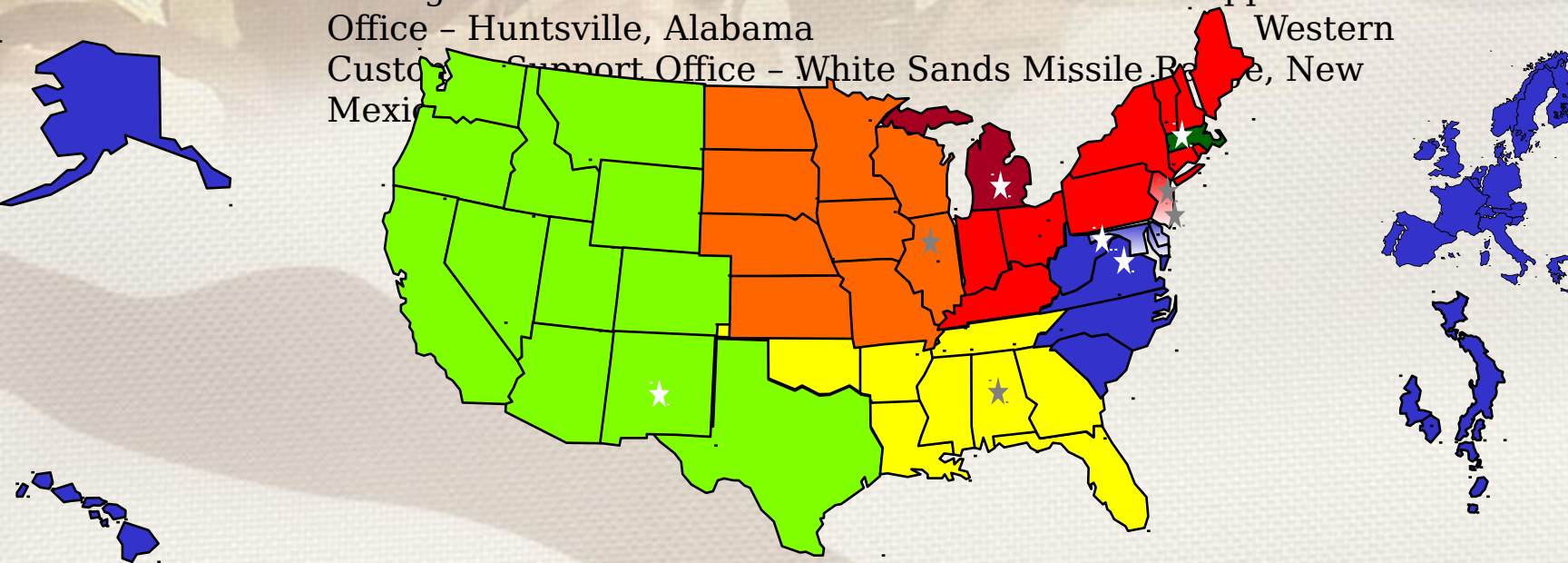
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* One on Picatinny TDA ACMO Funded

** NCR supports all areas not indicated on the other regions' maps and acts as backup for all regions

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Review of the Initiative







Suggested Discussion Topics -

1. Designing the Regional Post-Utilization Program
2. Open Discussion –
Issues/Recommendations
Strategy/Timelines

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Issues: 	Recommendations: 
Strategy/Resource Plan: 	Timeline/Deliverables: 

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Review of the Initiative

Summary and Review of Workshop -

1. Review Issues/Recommendations
2. Review Timelines/Strategies
3. Priorities Based on Discussion

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Questions?

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